

EXHIBIT 3

4-26-00 I started

3115 Lahn Birch G 1356 Roseton

4-27-00

3912 Georgetown Cherry M10 T Roll Champagne

3305 Lahn Birch G 1356 Roseton

4-28-00

3664 Conco Maple G Race 15 Lush

Howard called me in his office 10:30
told me I had to get the truck out
I can't afford you. You making too much
money. I told him I would take a cut
in salary + work less days. He said
no. I then asked him why he was
letting me go instead of Matt. He
told me Matt could give me more years
+ needed his job. I told him I needed
my job to. He said get the truck out
He said he would give me 10 weeks
severance + 3 weeks vacation pay. I asked
him about my personal things. He said

he didn't want me in the building unless someone was with me. asked about my return. Told me I would get 80 thousand in 2 1/2 years

Talked to J.R. over weekend. I asked if I could come in early one morning so I would not have to see any one. J.R. said the locks had been changed my wife + I met J.R. Monday evening May 1 to pick up my things. J.R. was very upset + said that he didn't know anything about me getting fired. Said him + Mike did not agree with it. Said even Marsha didn't want it.